



Directions: Use the AR Superintendent Evaluation System Rubric when completing this Professional Growth Plan. A separate Professional Growth Plan is developed for each district goal selected.

<p>Step 1: District Area for Growth</p> <p>The District Area for Growth addresses a district concern supported by multiple data sources and a review of current practices that may contribute to the area of concern.</p>	
<p>Step 2: District Goal</p> <p>The District Goal addressing the Area for Growth (Step 1) is stated in specific and measurable terms.</p>	
<p>Step 3: District-Wide Solution</p> <p>The District-Wide Solution is collaboratively developed with the leadership team to address the Area for Growth (Step 1) so that the District Goal (Step 2) can be met.</p>	
<p>Step 4: AR Superintendent Evaluation System Standard(s) & Function(s)</p> <p>The selection of the Superintendent Evaluation System Standard(s) and Function(s) aligns the superintendent's personal growth area with the achievement of the District Goal (Step 2) and the District-Wide Solution (Step 3).</p>	<p>Standard(s)</p> <p>Function(s)</p>

AR Superintendent Evaluation System Professional Growth Plan (PGP), Form ____

Step 5: Implementation and Monitoring Establish your theory of action toward reaching the District Goal (Step 2) based on the Standards and Functions (Step 4) you have selected from The Superintendent Evaluation System Rubric.	Theory of Action		
	Leadership Implementation Strategies	Results Indicators	Sources of Data to Monitor
	If I . . .	Then I expect to see . . .	Data sources(s)
Step 6: Plan of Action List your action steps that are necessary to ensure <ul style="list-style-type: none"> • The accomplishment of the District Goal (Step 2) • Personal growth in the Standards and Functions (Step 4) • The successful implementation of the Theory of Action (Step 5) Please Include the timeframe for each step.	Action Steps		Timeframe
Step 7: Reflection Analyze the progress that you are making toward the accomplishment of the District Goal (Step 2) and on your personal leadership growth on the Standard(s) and Function(s) (Step 4) you have identified. If	Mid-year review	Progress made	Data source(s)

AR Superintendent Evaluation System Professional Growth Plan (PGP), Form ____

progress is not being made, revisit your Professional Growth Plan and make the necessary adjustments.	End-of-year review	Progress made	Data source(s)

Our signatures below confirm we have met and established a professional growth plan for the upcoming school year.

Superintendent's Signature: _____ **Date:** _____

Board President's Signature: _____ **Date:** _____

Revisions and Updates:

Date: _____

Date: _____

Date: _____